Behavioral and Cognitive Assessments

With the help of First Advantage’s suite of modular, automated behavioral and cognitive scales, you can conduct assessments for measuring cognitive abilities, risk factors, sales and service potential, workplace skills and personality to help ensure you find the candidate who is the best fit for your position and organization.

The Benefits of First Advantage Behavioral and Cognitive Assessments

- Developed by First Advantage’s Industrial Organizational Psychologists to help ensure business impact and candidate fairness.
- Job-relevant content developed for specific types of roles, including: front-line individual contributors, professional individual contributors, sales professionals, and managers/leaders.
- Pre-configured assessment batteries that measure competencies required for key jobs, such as customer service, sales, or healthcare positions.
- Any scale can be refined to include just the facets of competencies required for success in your jobs. In addition, our library of assessment scales can be used to easily create custom assessments.
- Based on our robust competency model, First Advantage offers a range of tools and services to validate and optimize assessments for your jobs and organization.
- Any behavioral assessment can include a candidness scale to determine if test takers are distorting responses.
- Tests can be deployed via our online testing platform or an applicant tracking system to seamlessly integrate the assessment phase into your overall employment process.
- Assessments are easy to administer and scores are available immediately after a test is completed. No faxing, e-mailing, or scoring by hand.
- Reports can be viewed online or emailed and provide scores, interpretation of attitude and aptitude results, and suggestions for follow-up interview questions. No certifications are required to read or use our reports.

Preconfigured Assessment Batteries

- Management Success Profile
- Management Success Profile + Applied Reasoning - for proctored usage
- Management Success Profile + Applied Reasoning - for unproctored usage
- Professional Sales Profile Professional Sales Profile + Applied Reasoning - for proctored usage
- Professional Sales Profile + Applied Reasoning - for unproctored usage
- Professional Success Profile
- Professional Success Profile + Applied Reasoning - for proctored usage
- Professional Success Profile + Applied Reasoning - for unproctored usage
- Risk Profile
Creating Custom Configured Assessments

Unlike other assessments, many of which use one-size-fits-all instruments to measure the knowledge and skills required for a diverse set of jobs, First Advantage’s highly modular testing allows you to use any of its individual scales as the building blocks for creating cost-effective custom assessments.

Using fully validated “building blocks,” each representing a specific behavioral trait or cognitive ability, First Advantage can design assessments that match your job descriptions and meet other organizational requirements, including time constraints.

Available Individual Competency Scales

**Entry Level Roles**
- Achievement orientation
- Adaptability
- Attendance/Turnover risk
- Candidness
- Conscientiousness
- Demonstrates respect
- Maintains composure
- Influence
- Problem solving
- Quality orientation
- Safety
- Self management
- Service orientation
- Team orientation

**Professional Roles**
- Adapts and leads in change
- Candidness
- Demonstrates interpersonal effectiveness
- Demonstrates performance orientation and drive
- Develops customer focused solutions
- Influences others
- Manages people and resources
- Manages business complexity
- Sales - Achievement orientation and drive
- Sales - Customer focus and influence
- Sales - Reliability and decision making
- Sales - Sales ability and fit

**Cognitive**
- Applied reasoning (proctored)
- Applied reasoning (unproctored)
- Applying work procedures – Math
- Applying work procedures – Reading
- Business language usage
- Detail orientation

**Assessment Implementation**
All of First Advantage’s assessments can be configured to meet specific business needs. In addition to making it easy and cost effective to create unique solutions, First Advantage also offers professional implementation and optimization services.

- Range of job analysis and validation strategies available through our experienced team of industrial organizational professionals
- Assessments targeting different skills, abilities, or characteristics can be combined for seamless presentation to candidates
- Qualification standards set to meet business and hiring objectives
- Ongoing measurement and ROI optimization services available

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5/2/2011